



COACHING

January 20, 2011

ICO's Coaching specializes in working with complex and challenging situations and in developing collaborative capability.



Achieve your potential and optimize your effectiveness

The ICO method of coaching is designed to support individuals and groups in optimizing their effectiveness. For individual coaching, ICO is a resource, a sounding board, and an advisor. In team settings, ICO is a learning facilitator, conflict resolver, and communications expert.

“Help me and let me help you,” is the meaning of our logo and the

foundation of our business. ICO brings inquiry to complex and challenging situations in ways that enable shared commitment and beneficial action.

The coaching methodology developed by Bernice Moore-Valdez, Ph.D. is a product of her extensive experience from over 15 years of assisting individuals and teams, executives and managers, define and create success.

Dr. Moore-Valdez brings comprehensive theoretical understanding and extensive practical experience within the domains of Inquiry, Mindfulness and Presence, Systems, and the Enneagram to address the complex issues brought before her as a coach. Bernice has coached leaders in the US and internationally.

Benefits of Coaching Increase with Interwoven Elements

Inquiry

Inquiry is a dynamic evolutionary process that is powerfully engaging and transformative for individuals and groups. At its heart, inquiry maintains and supports relationships. When a group practices inquiry, the group is able to invite multiple perspectives and explore complex issues in ways that create collective understanding. Understanding leads to wiser decisions and more aligned action.

Individually, inquiry brings awareness to our direct experience and explores how our beliefs and assumptions shape our actions and behaviors. As we explore our experience, we are able to feel greater presence and openness to others. This enables us to create solutions and actions that are aligned with our purposes and to express authenticity and integrity.

Mindfulness and Presence

Increasing attention and awareness creates openness, and this openness fosters comprehension and synthesis of complex information. Recent findings in neuroscience describe the benefits of mindfulness practice for higher-level thinking. Simple practices have profound effects. Dr. Moore-Valdez is able to skillfully weave simple practices into coaching sessions to enable leaders to expand their range of responses by cultivating awareness and opening to presence.

With over 30 years of meditation experience in Vipassana, Zen and Vajarayana, traditions, as well as over 20 years with the Diamond Approach, Dr. Moore-Valdez brings a wealth of practical experience to serve the needs of coaching clients.

Systems

Our actions have more influence than we know because of our interconnectedness. This understanding creates a compelling framework for exploring our situations with others and the larger systems of our communities, organizations, and world.

Through a systems perspective, complexity can be explored, enabling potential actions to become clear and their benefits and consequences to be understood. We are more able to align with our highest purposes and intentions when we act with awareness of our interrelatedness and interconnectedness.

The Enneagram

Dr. Moore-Valdez has effectively applied the Enneagram to work situations for over 10 years and has studied the enneagram for over 20. Much like a map, it provides a path for individual and team development that expands one's understanding of self and others, which translates into more effective performance, greater satisfaction, and increased collaboration.